**Name – John Connell\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

*Identify key questions you might use in your coaching conversation.*

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| --- | --- |
| **Key Areas** | **Observation Notes** |
| * Type of Coaching Conversation * Directive/ Instructional * Collaborative * Facilitative/ Supportive | * Which type of Coaching Conversation is being planned?   Facilitative/Supportive |
| * Purpose of the Coaching Conversation | * Activities Director conversation about eliminating freshmen softball and baseball programs to meet budget cuts in his department. |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * How many student/athletes are effected? * What coaches are eliminated? * How much do we save in travel costs? * What are the total savings we could see from dropping these programs?. |
| * *Reflective Questions* * The “what about the what” * Emotional | * What will happen with the students effected ? * Will this cut hurt the varsity programs in the future? * What will the community think of a reduction in athletic programs? |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * If we use one bus to cut transportation cost, would we be able to keep the freshman programs? * If we cut two varsity games and one weekend tournament, what would we be able to save? * Can we justify eliminating freshmen softball and baseball without looking at other freshmen programs or even junior high sports/ |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * Can we play JV double headers to provide competition for the increased number of athletes in the baseball and softball programs without increasing costs. |
| * *Based on the Decision, what are the responsibilities of the administrator?*   *This area will be completed after the conversation – to summarize the “next steps” of the administrator.* | Inform the coaches involved in the reduction of the plan to eliminate freshmen softball and baseball.  Talk to the head coaches of each program about how it may effect their varsity programs |
| * *Based on the Decision, what are my responsibilities?*   *This area will be completed after the conversation – to summarize the “next steps” and responsibilities of the coach.* | * Talk to parents who are coaching Little Cyclone teams. These teams include 8th graders effected by the elimination of freshman competition. See if they can schedule more games to cover the loss of the high school schedule. |

**Reflection on the Coaching Conversation**

**Name: John Connell**

**Date: 1/25/2010**

**Type of Coaching Conversation: Directive/Supportive Collaborative Facilitative/Supportive**

**Facilitative/Supportive**

**Reflect on the coaching conversation you completed with the administrator:**

**Conversation was about ways to reduce the activities budget.**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

**The ORID questions generated options and possibilities about the proposed cuts.**

**What was most challenging for you during the conversation? Most pleasing?**

**Accepting the answers to questions and knowing that programs need to be cut.**

**What might be some things you would do differently/the same in your next conversation?**

**I think the conversation lead to a mutual agreement on the elimination of the activity.**

**What techniques will you specifically address in your next coaching conversation?**

**The decisional questions. Given dropping the program, what can we do now?**